

## Diversity Steering Committee Meeting Summary

### August, 2005

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

**Mission:** To work with each other and the community to make Tempe the best place to live, work, and play.

**Values:** People...Integrity...Respect...Openness...Creativity...Quality...Diversity

- Highlights from members of the Steering Committee:

**Public Works:**

The Parks and Maintenance Division of Public Work will form a new department with the Parks and Recreation Division of Community Services. Public Works staff is preparing to make the transition as smooth as possible.

**Human Resources:**

The department is preparing for the annual compensation/class survey.

**TLC:**

TLC will finish the pilot leadership certification program administered by the Professional Coaching Institute in September. Upon completion of the program, participants will debrief to determine if and how the training could be offered to city employees.

**City Attorney:**

Andrew Ching is leaving the city to work for a law firm in the private sector.

**TEC:**

TEC within the Police Department are gathering feedback on the Multicultural and Women's Task Force Reports, as well as the follow-up audit. They plan to share the feedback with Police Chief Ralph Tranter.

**Diversity:**

Several events are coming up on the Diversity Calendar. The Tempe Tardeada will be held Sunday, October 9<sup>th</sup> and the Boards and Commissions dinner will be held Friday, October 21<sup>st</sup>. Cindy Brown, the department's new Accessibility Specialist, has been busy meeting with city departments to assess the needs of the organization and develop an action plan.

- The Steering Committee continues to work on developing the strategic plan based on the follow-up audit from Jamieson & Gutierrez and recommendations from the Multicultural and Women's Task Force Groups. Although the strategic

plan is not complete, the Steering Committee has finalized new terms for each of the five strategic areas: *Inclusion* has been changed to *Inclusion and Equity*, *Bias* has been changed to *Impartiality*, *Good Old Boy* has been changed to *Healthy Networks*, *Promotions* has been changed to *Fair Promotions*, and *Conflict* has been changed to *Solutions*. The new terms will guide the Steering Committee in creating program strategies and measures that would help the organization develop additional tools, concepts and processes that can be implemented at the workgroup level.

- The Steering Committee formed an Employee Forum Subcommittee to refine the employee forum process. There are questions from employees as to how much emphasis hiring managers place on feedback from employee forums. Others feel that employee forums are simply popularity contests. While there is consensus that having employee forums has improved promotional/hiring processes, the Steering Committee recognizes room for improvement. It is important that employees know that their comments are important and are being taken into consideration. It is also important that employees are educated on the purpose of employee forums. This subcommittee will gather suggestions from those that have participated at all aspects of employee forums. The goal of the subcommittee is to improve the process. Please contact your employee group representative or a member of the Diversity Steering Committee if you would like to provide your feedback to the subcommittee.